

ATO Service Area Restructuring

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Service Area Transition Timeline

-  • **December 6-9, 2005**
 - Announcement/Structure/Implementation Briefings
-  • **January - April, 2006**
 - Voluntary Early Retirement offered
-  • **February 6-10, 2006**
 - Brief Unions and begin bargaining obligations
-  • **March 2006**
 - Notify by letter employees who occupy positions scheduled to be relocated
- **April 2006**
 - Brief Affected Employees on Benefits and PCS Rules
 - Begin issuing administrative reassignments
 - Advertise service center vacancies
 - Advertise vacancies local to the affected sites
- **June 2006**
 - **In-Place Standup**
 - Employee Moves Begin*
- **December 2006**
 - Employee Moves Completed

Restructuring Considerations

- **A Reduction in Force (RIF) is not planned to facilitate restructuring**
- **Employees will be provided reassignment to the service center in the service area in which they are located**
- **Voluntary Early Retirement Authority (VERA):**
 - Offered to field to open vacancies for area office employees (closed)
 - Offered to area offices to provide alternatives to relocation (open until April 14)
- **The Service Center Manager vacancy announcement closed; paper screen and interviews completed**
 - Selection is expected by April
- **Group Manager positions advertised on-line**

After these positions are filled, the remaining personnel will be administratively reassigned to the Service Center in their service area



Restructuring Considerations *(continued)*

- **Permanent Change of Station (PCS) benefits will be provided; includes Home Sale Program**
- **Employees have options:**
 - Non-bargaining unit employees may request to move to one of the Service Centers prior to receiving a reassignment letter --- PCS provided
 - Impacted employees at affected sites may bid on Service Center vacancies
 - Alternative to location assigned by ATO
 - Alternate position
 - PCS provided
 - Expedited move
- **Vacancies in local area of affected sites will be advertised**

Positions in PASS & NATCA bargaining units affected by the restructuring:

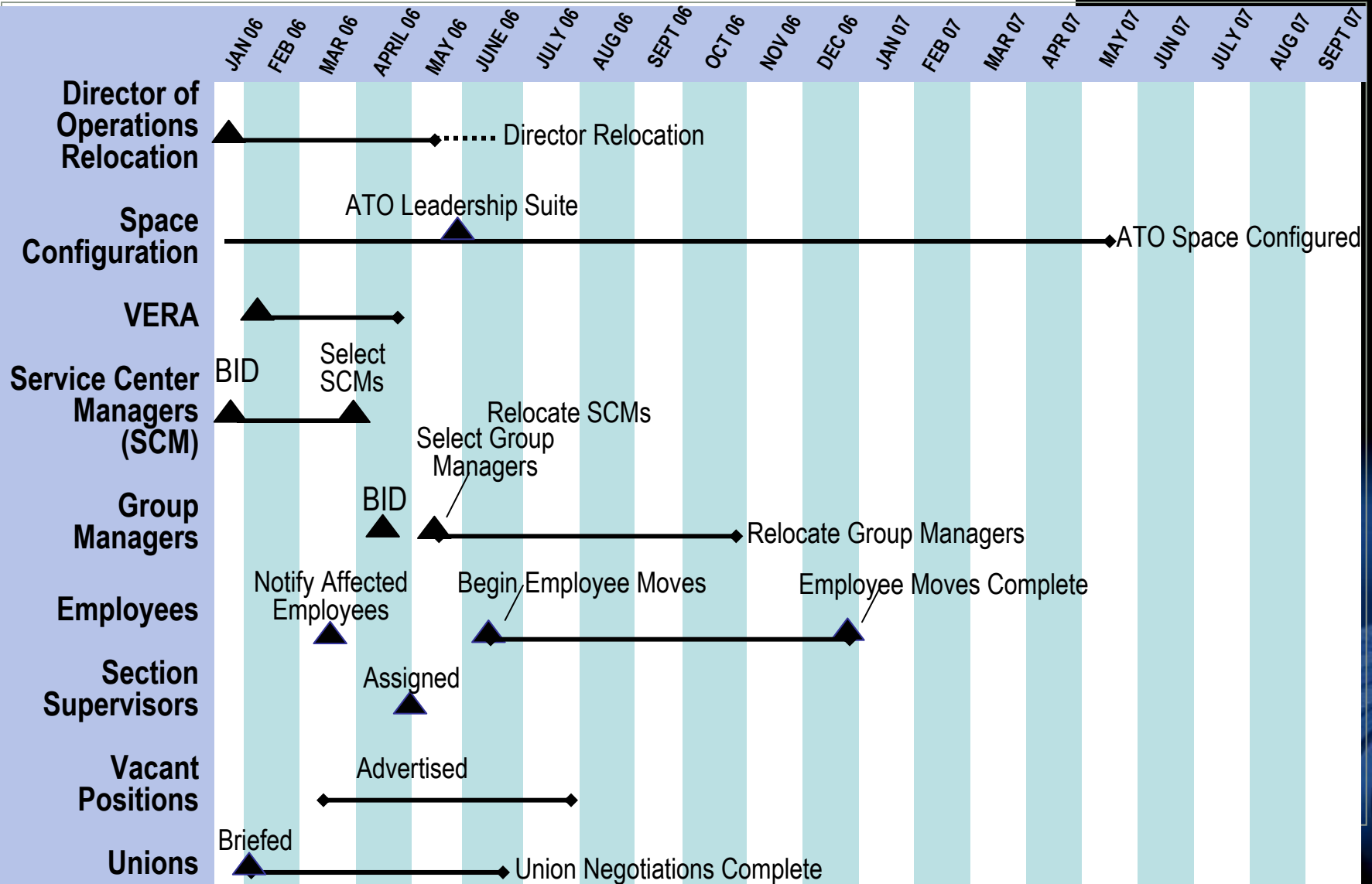
- **Positions in the following Branches:**
 - 410, 420, 510, 520, 530

Positions in the 470/ANI offices that perform the following functions:

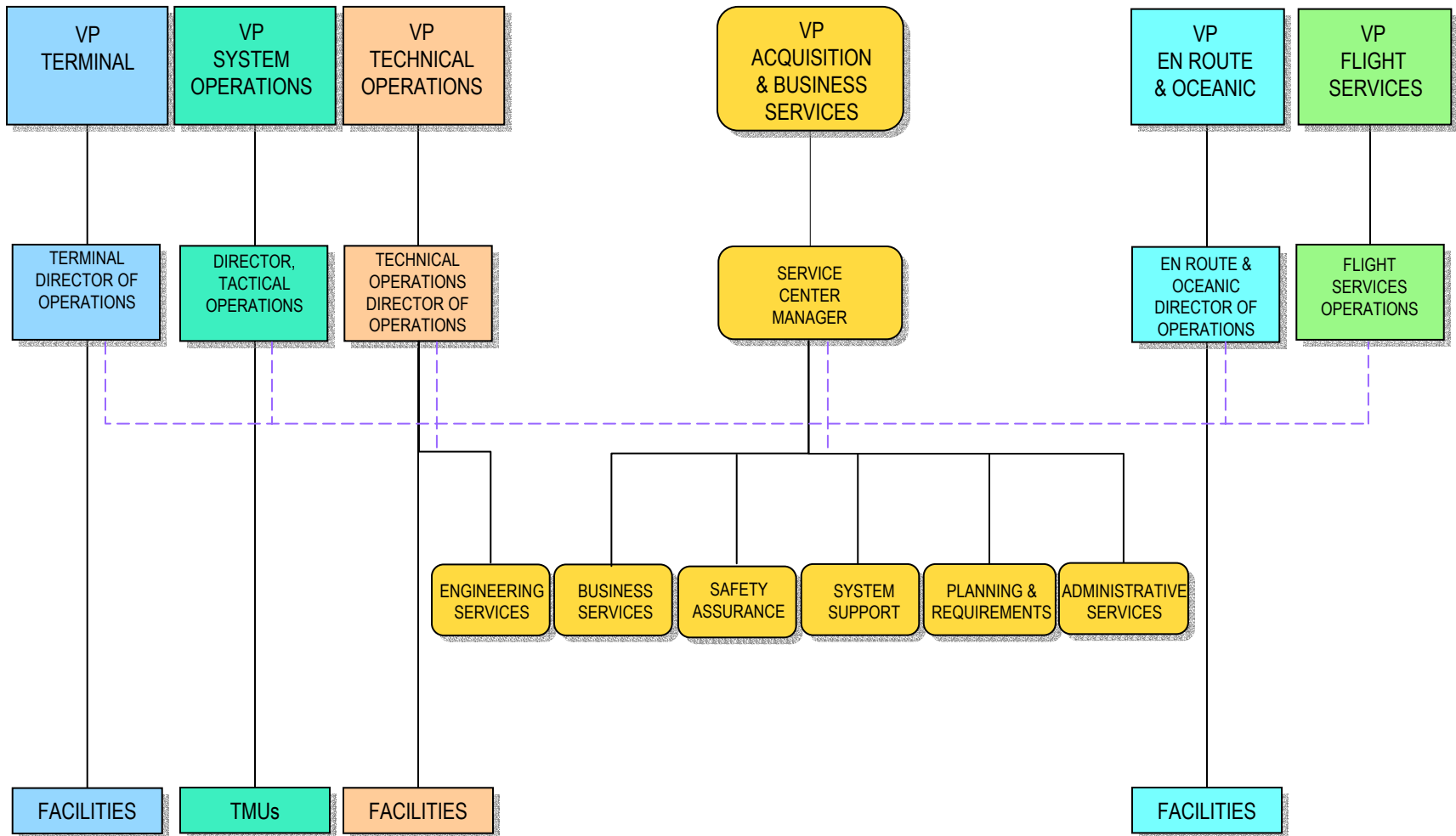
- **Non-Fed Program**
- **Safety Management**
- **Configuration Management**
- **Security Program**
- **Energy Conservation**
- **Program Management**
- **Airport Implementation Engineers**
- **Operations Liaison**
- **NISC Contract Management**



ATO Rollout Milestones



Service Area Office Structure



Service Center Issues

- **How do issues such as conflicts in programs at the area office get resolved?**
- **What issues would be elevated to the VP of Acquisition and Business Services ?**
- **What is the career path in the area office structure?**
- **How does the service center concept promote “managing the performance of field managers, not their decisions?”**
- **How is work assigned in the service center?**
- **What skills will the Service Center Managers need?**

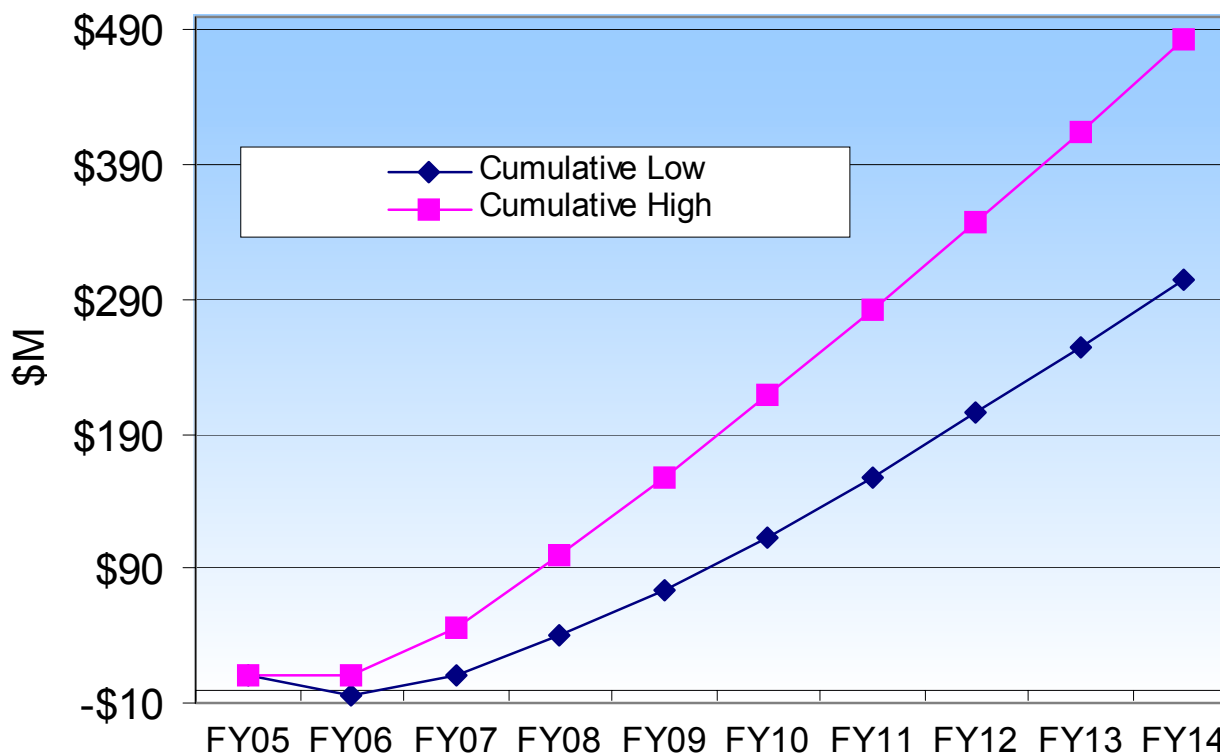


Service Center Issues *(continued)*

- **What is the function of a Service Level Agreement with the service center?**
- **What effect does reduced overhead have on each individual employee?**
- **What are some of the consequences of managing performance?**
- **Where is the accountability for the performance?**
- **What behavior changes will evolve as we move toward a pay-for-service culture in the Service Center construct?**

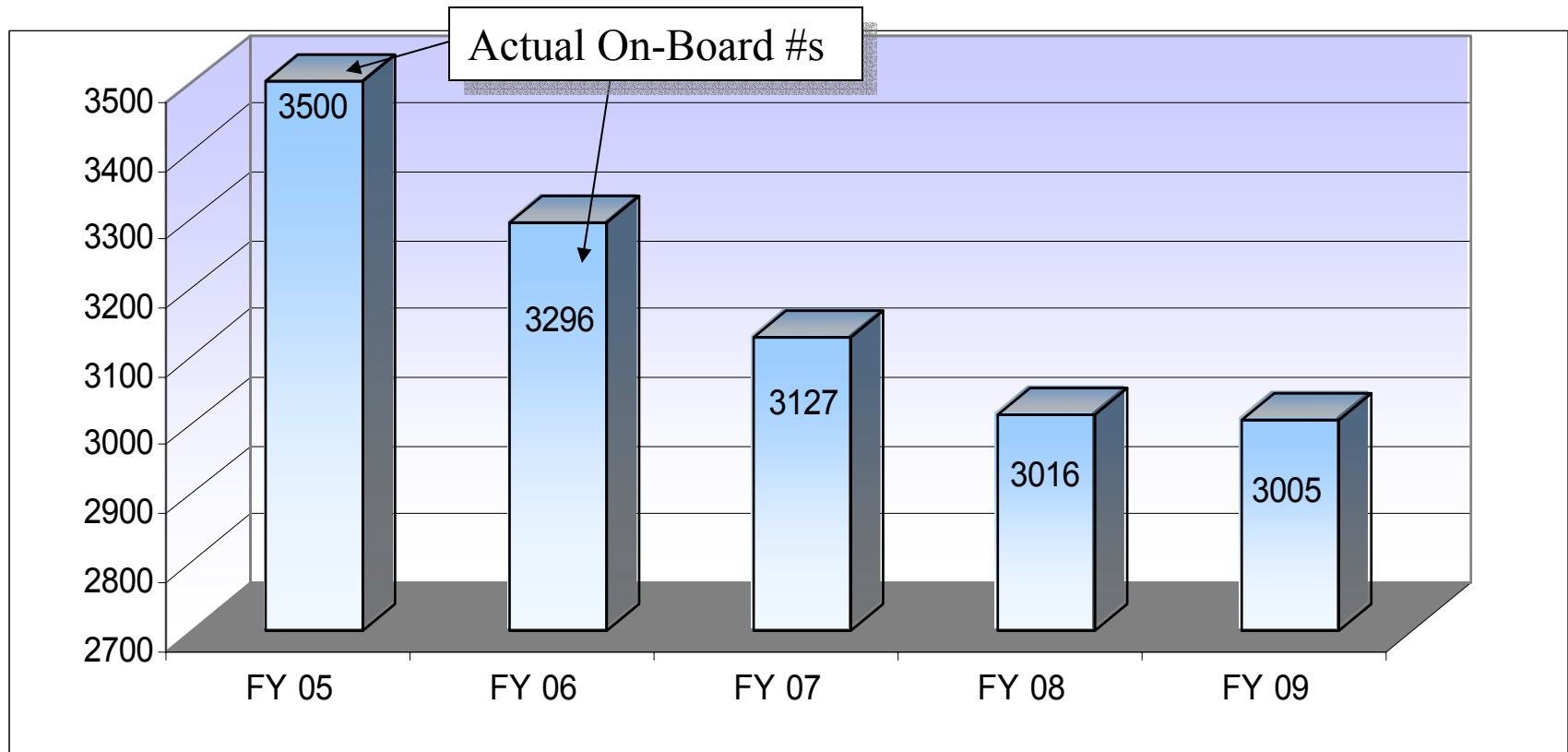


Projected Cumulative Reductions in Cost



Fiscal Year	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15
Top Attrition Range	3296	3127	3016	3005	3005	3005	3005	3005	3005	3005
Bottom Attrition Range	3296	3248	3199	3178	3166	3136	3112	3112	3112	3112

Projected Attrition for Staffing Target

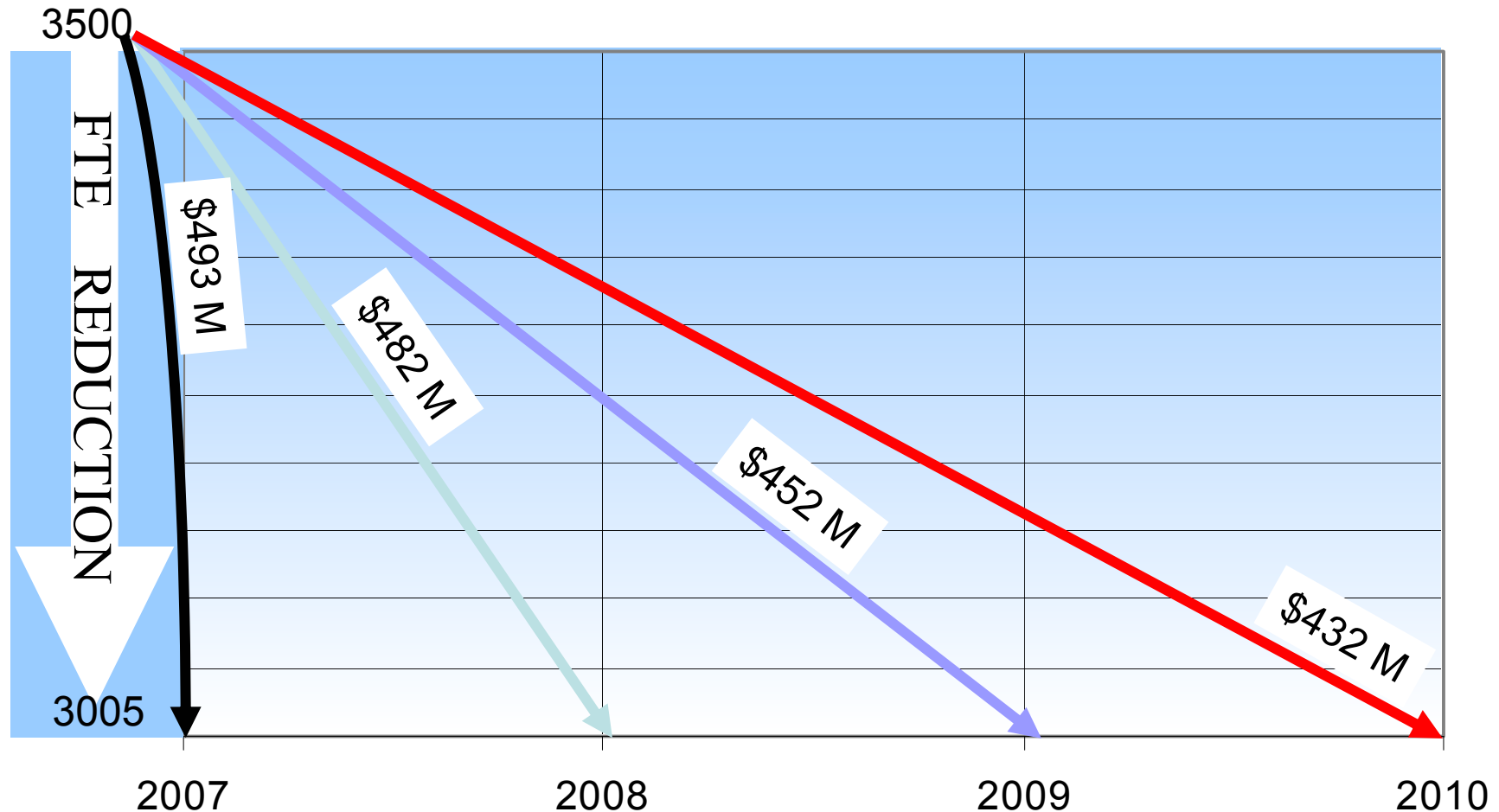


Beginning FY Figures

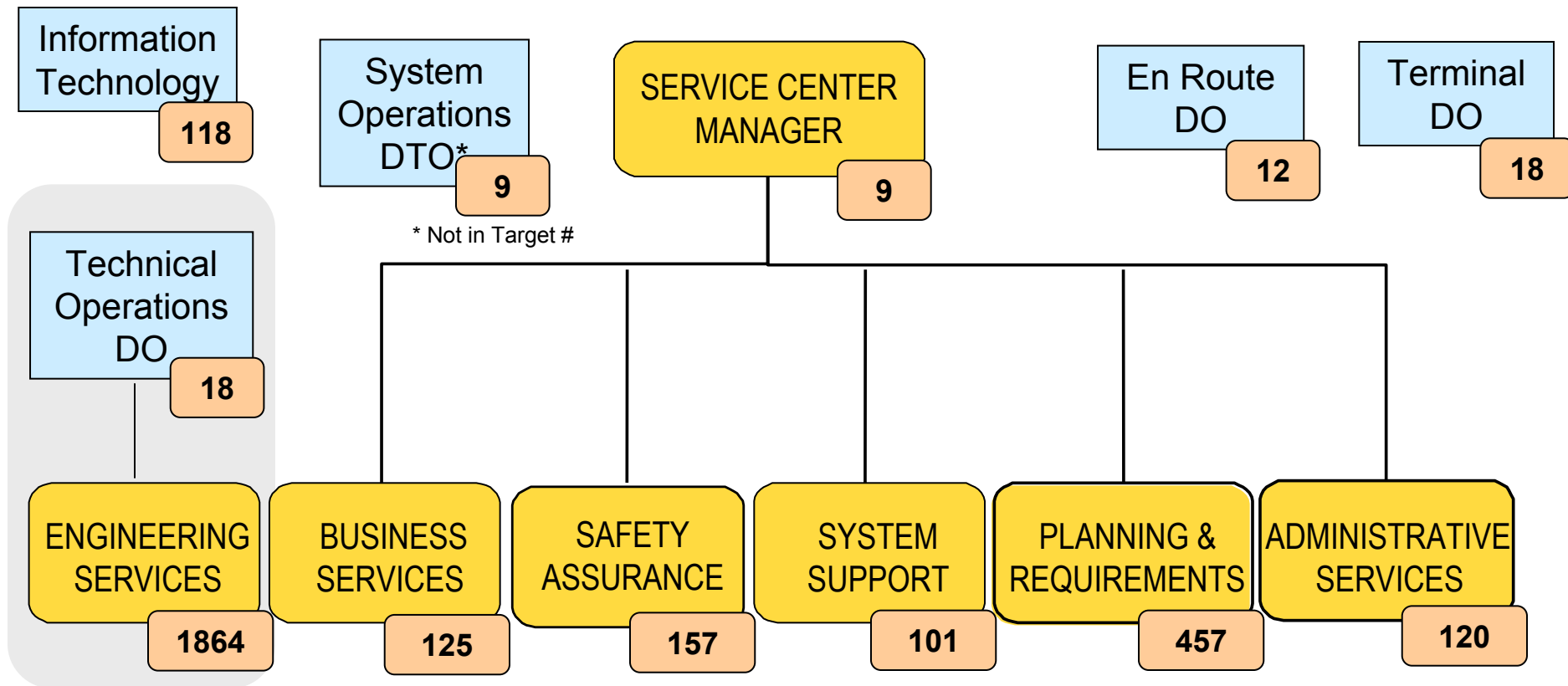
Federal Employees and Contractors

Restructuring Attrition Variability Model

Reduction of Full Time Equivalents (FTEs) from 3500 to 3005



End State Staffing - 3005*



DO = Director of Operations
DTO = Director, Tactical Operations

* 18 Flight Services feds not shown

Stand Up Service Center Org Structure

